

Guest List of MAN-372/378 Human Resource Management

Assoc. Prof. Suat Begeç

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Presentation Day: 23/05/2024

Name of the Participant: Elif Hazal Ceylan Baysal

Participant's Title: HR Manager at Hazelcast

Organization Name: HAZELCAST

On May 23rd, 2024, Associate Professor Suat Begeç focused on the crucial aspects of Human Resources Management, specifically "Maintaining Positive Employee Relations & Labor Relations and Collective Bargaining." In his presentation, he emphasized the strategic importance of fostering positive employee relations for the overall success of businesses. He explained how cultivating a respectful and supportive work environment can lead to higher employee satisfaction, reduced turnover rates, and enhanced productivity. Additionally, Professor Begeç delved into the complexities of labor relations, discussing the legal and practical aspects of managing interactions between management and labor unions. He highlighted the significance of effective collective bargaining in achieving mutually beneficial agreements, which not only ensure fair wages and working conditions but also contribute to the stability and growth of the company. Furthermore, he outlined strategies for integrating these practices into the organizational culture, ensuring that they align with the company's objectives and long-term goals.

Following the presentation, E. Hazal Ceylan Baysal, HR Manager at Hazelcast, provided insights into various HR functions including Onboarding, Performance & Development, Engagement & Retention, Reward & Recognition, Offboarding, Talent Acquisition, and Improvement and Impact - Processes. She underscored Hazelcast's commitment to a supportive workplace culture through personalized onboarding processes, continuous performance improvement initiatives, and strategies for maintaining high levels of employee engagement and retention. Additionally, she emphasized the importance of recognizing and rewarding employees' contributions and ensuring a positive offboarding experience. Talent acquisition remains an ongoing priority for Hazelcast, with an emphasis on enhancing the candidate experience and implementing proactive recruitment strategies. Lastly, Hazal highlighted the significance of continuous improvement within HR processes to align with organizational goals and drive employee satisfaction and overall business performance. Through these discussions, she offered a comprehensive overview of Hazelcast's HR practices and its dedication to fostering a thriving and growth-oriented work environment.

